

Safe Space™ @ LANL

A LGBTI Diversity Working Group Sponsored Program for an Optimal Working Environment

What is the Safe Space™ Program?

Los Alamos National Laboratory values the full range of skills, qualities, and life experiences that all employees bring to our workplace. The Safe Space™ Program ensures a safe, supportive environment for lesbian, gay, bisexual, transgender, and inter-sexed (LGBTI) employees.

By displaying a Safe Space™ Program magnet in your location, you are showing that your desk or area is a "safe space" for LGBTI colleagues and customers to talk openly without concern that they will be judged on anything but their work. It also provides a non-threatening way for managers and employees to make a statement that homophobia and hostility will not be tolerated in the workplace.

Before displaying a Safe Space™ magnet, ask yourself:

- Do I believe in supporting an inclusive work environment where all individuals can succeed, regardless of any perceived or actual differences?
- Am I comfortable engaging in conversations, which may include issues related to sexual orientation?
- Do I understand how these issues may affect the well being of my workplace associates?
- Am I comfortable addressing hostile or homophobic comments?

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How can I show support for a safe, equitable workplace?

- Designate a Safe Space™ at your location.
- Treat conversations in safe spaces with privacy and respect.
- Talk openly and positively about LGBTI topics, such as domestic partner benefits and LANL Pride Month activities.
- Use inclusive language such as "significant other" or "partner" instead of "girlfriend/boyfriend" and "relationship" instead of "marriage".
- Inform individuals who make homophobic comments or jokes that you do not tolerate hostility in the workplace.

Why the pink triangle?

The pink triangle is an international symbol of gay pride and liberation, but its origins are in oppression. Homosexuals were among those persecuted in Nazi Germany; they were arrested, placed in concentration camps, and targeted for extermination. Even liberation by the Allied armies did not always bring freedom; often, gay prisoners were forced by the Allied powers to serve out their sentences in prison. Today, the pink triangle has been reclaimed as a symbol of struggle, remembrance, and pride. We combine the triangle with a green circle as a universal sign of acceptance/safety.

